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26 November 1951

TO:

Assistant Deputy Director for Administration

FOR:

Senior Review Committee

FROM:

Task Force

SUBJECT: Hazardous Duty Pay

- 1. The mission of CIA is of a nature which requires its staff employees and staff agents to be exposed to some personal danger as a part of their regular positions. There are, however, activities necessary to the fulfillment of the Agency mission which require individuals in some positions to expose themselves to more than the ordinary risk.
- 2. The principle is recognized that persons who are exposed to more than the ordinary risk are entitled to additional compensation. This regulation establishes provision for payment of a salary differential, to be known as Hazardous Duty Pay, to those staff employees and staff agents who perform duties under conditions which are extraordinarily hazardous causing them to be exposed to direct personal peril.
- orized to set Agency standards and prescribe procedures for the payment of Hazardous Duty Pay. The Board shall examine conditions under which duty is performed by staff employees and staff agents to determine if the hazards involved are of a sufficiently extraordinary nature to warrant the payment of additional compensation in the form of Hazardous Duty Pay. The Board shall consist of the following members:



Assistant Director, Personnel

Chairman.

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Ceneral Counsel

Member

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as Board members when appropriate. Final action shall require the presence/ A quorum shall consist of the Chairman, the Comptroller or

designee, and at least one representative of each operating office concerned.

- 5. The Hazardous Duty Pay Board shall meet at such intervals as it determines necessary and any member shall have the right to request that a meeting be called.
- 6. When the Board determines that a category should be established for payment of Hazardous Duty pay, the standards for initial payment and continuation of payment, together with detailed criteria for eligibility within the category, shall be published as an addendum or amendment to this ~ regulation, or in the form of an Agency notice for limited distribution.)
- 7. When the Board determines that one or more persons perform duties under conditions which do not constitute eligibility with/a category, and do not warrant the establishment of a category, but are entitled to Hazardous Duty Pay, a memorandum shall be sent to the office of each individual concerned, with copies to each member of the Hazardous Duty Pay Board, setting forth standards for initial payment and for continuation of payment. (my below are empl
- The Board will designate officials who will be responsible for certifying that the employees receiving hazardous duty pay have met and are meeting standards for continued eligibility.
- The Hazardous Duty Pay Board may be guided by, but not necessarily limited to, standards used by the military services or other Sanitized - Approved For Release: CIA-RDP56-00071A000100050008-5

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government agencies in determining amounts and methods for payment of Agency personnel performing comparable functions.

10. The Board shall determine standards for the payment of Hazardous Duty Pay to employees and agents while in a training status and after assignment.

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